



Every team has momentum makers, takers, and breakers. As the leader of the team, your job is to know who is who and to lead the team in a way that maximizes the makers, motivates the takers, and minimizes the breakers. Begin by categorizing everyone on the team:

MOMENTUM MAKERS

(Producers who make things happen)

MOMENTUM TAKERS

(People who go along for the ride)

MOMENTUM BREAKERS

(People who cause problems and hurt morale)

Put the majority of time and energy into the momentum makers and place them strategically in the organization so that they make the greatest impact. And enlist their aid to help lead the momentum takers as you motivate them. Meanwhile, have candid conversations with the momentum breakers. Give them a chance to change their attitude and become productive members of the team. However, if they fail to rise up to the challenge, get them off of the team. If that is impossible, then isolate them from the rest of the team to minimize the damage they can do.

Many times momentum is the only difference between a winning, positive growth climate and a losing, negative growth climate. - John C. Maxwell